and to equip them with better and improved techniques of production. Small Industries Service Institutes, in their workshops organise regular courses of 3 to 6 months' duration in various technical trades.

(c) Not applicable, in view of answer to (a) and (b) above.

**Increase in labour strength**

2382. SHRI SANTOSH BAGRODIA: Will the Minister of LABOUR be pleased to state:

(a) whether Government are aware that in many cases the manufacturing units avoid increase in labour strength, because of impractical and difficult labour laws;

(b) whether Government are planning to give incentives to those units who increase labour strength by 10 per cent in a year; and

(c) whether Government have any plan to give income tax rebates to units who employ more than 1000 workers?

THE MINISTER OF LABOUR (DR. SATYANARAYAN JATIYA): (a) No definite information is available. However, from time to time various employees' associations have demanded that there is need for simplification labour laws.

(b) and (c) The Finance (No. 2) act inserted a new provision Section 80 JJAA to the Income tax Act. Section 80 JJAA provides that where the gross total income of an assessee, being an Indian company, includes any profits and gains from any industrial undertaking engaged in the manufacturing, or production of any article or thing, such undertaking shall be allowed a deduction of an amount equal to thirty per cent of additional wages paid to the new workmen employed by such assessee in the previous year for three assessment years including the assessment year relevant to the previous year in such employment is provided subject to certain conditions specified in sub-section (2) of the said new section. Sub-section (2) further provides that "additional wages" means wages paid to the new regular workmen in excess of one hundred workmen employed during

the year. In the case of existing units, there is an additional condition that the increase of new workmen employed during the year should not be less than 10% of the number of workmen employed in the last day of the preceding year. It is further provided that no deduction under the new section will be allowed if industrial undertaking is formed by splitting or reconstruction of an existing undertaking or amalgamation with an existing Industrial undertaking.

**Rehabilitation of workers of closed PSUs**

2383. SHRI SANTOSH BAGRODIA: Will the Minister of LABOUR be pleased to state:

(a) whether Government plan to rehabilitate workers of closed PSUs in large numbers;

(b) whether Government have any plan to train such surplus workers in different specialisation like Electrician, Plumber, Drivers etc. for which there is a large demand; and

(c) if not, what are the problems?

THE MINISTER OF LABOUR (DR. SATYANARAYAN JATIYA): (a) As per information available, Board for Industrial and Financial Reconstruction (BIFR)/Disinvestment Commission had expressed views regarding the winding up of 9 PSUs under the administrative control of Deptt. of Heavy Industry under Ministry of Industry. In order to mitigate the hardship of the Employees of these sick PSUs who were not considered eligible for Voluntary Retirement Scheme (VRS), Govt. decided to introduce Voluntary Separation Scheme (VSS) by extending benefits of VRS to the employees of these PSUs. So far, about 6000 employees had availed the VSS.

(b) Assistance from National Renewal Fund (NRF) has been provided for couselling, retraining and redeployment of rationalised workers from organised sector. Employees Assistance Centres, set up with assistance from NRF are counselling and retraining workers in different trades including Electrician, Plumber, Driver etc.

(c) Does not arise.